

# Washington State Military Transition Council



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## APPRENTICESHIPS

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# *Today's Agenda*



- WMTTC
- Labor Needs
- WA Veteran Apprenticeship STATs
- What is an Apprenticeship
- GI Bill
- Resources

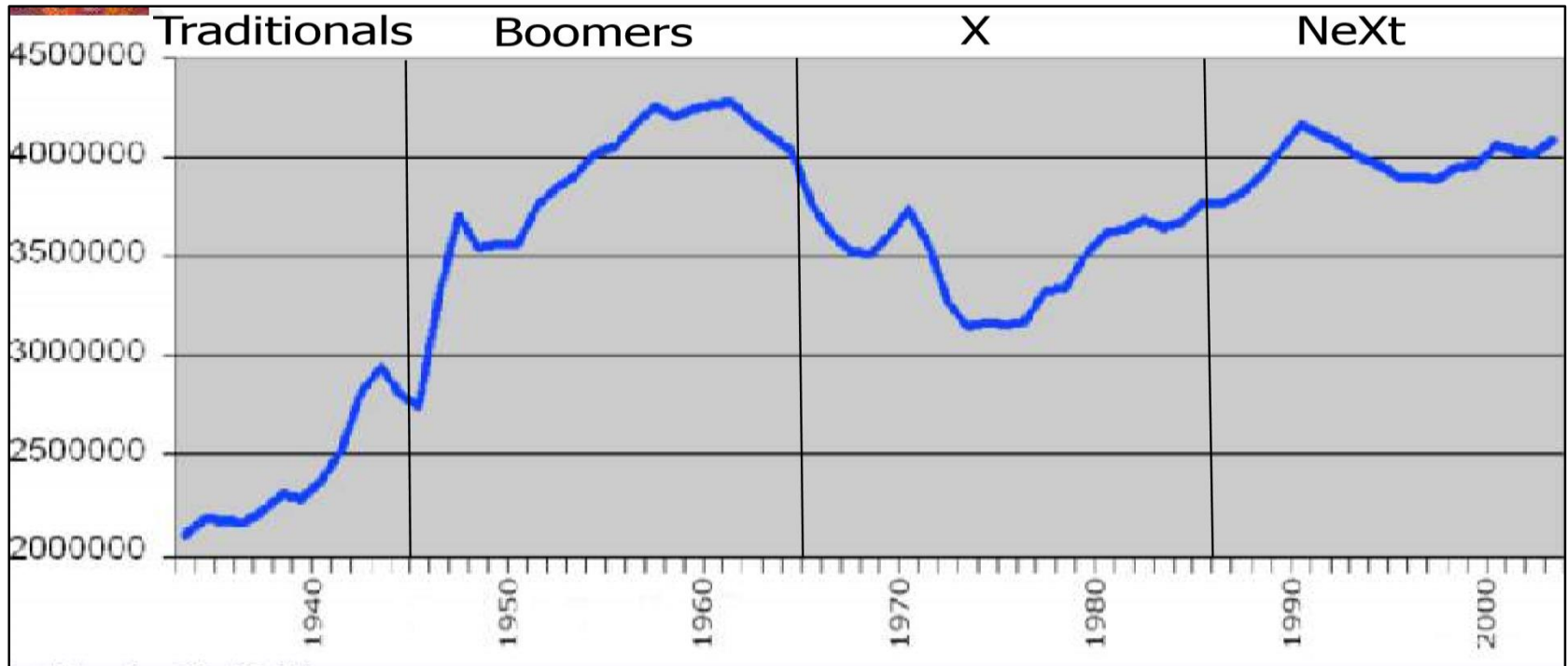
# *Washington Military Transition Council*



- Executive Order 13-01
  - 5% of procurement contracts to certified veteran-owned businesses
  - VERG – Veteran Employee Resource Group
  - Centralized Data Share & Warehouse Agreement
  - Washington Military Transition Council
    - ✦ Collaboration federal, state, local agencies, private, and non-profit help transitioning assistance
- Soldier Lifecycle
- Four Tracks/Working Groups
  - Higher Education, Entrepreneur, Employment, Career Technical

# Labor Needs

- Apprenticeship vs College
- 1/3/7 Model
- Aging workforce



# *Labor Needs*

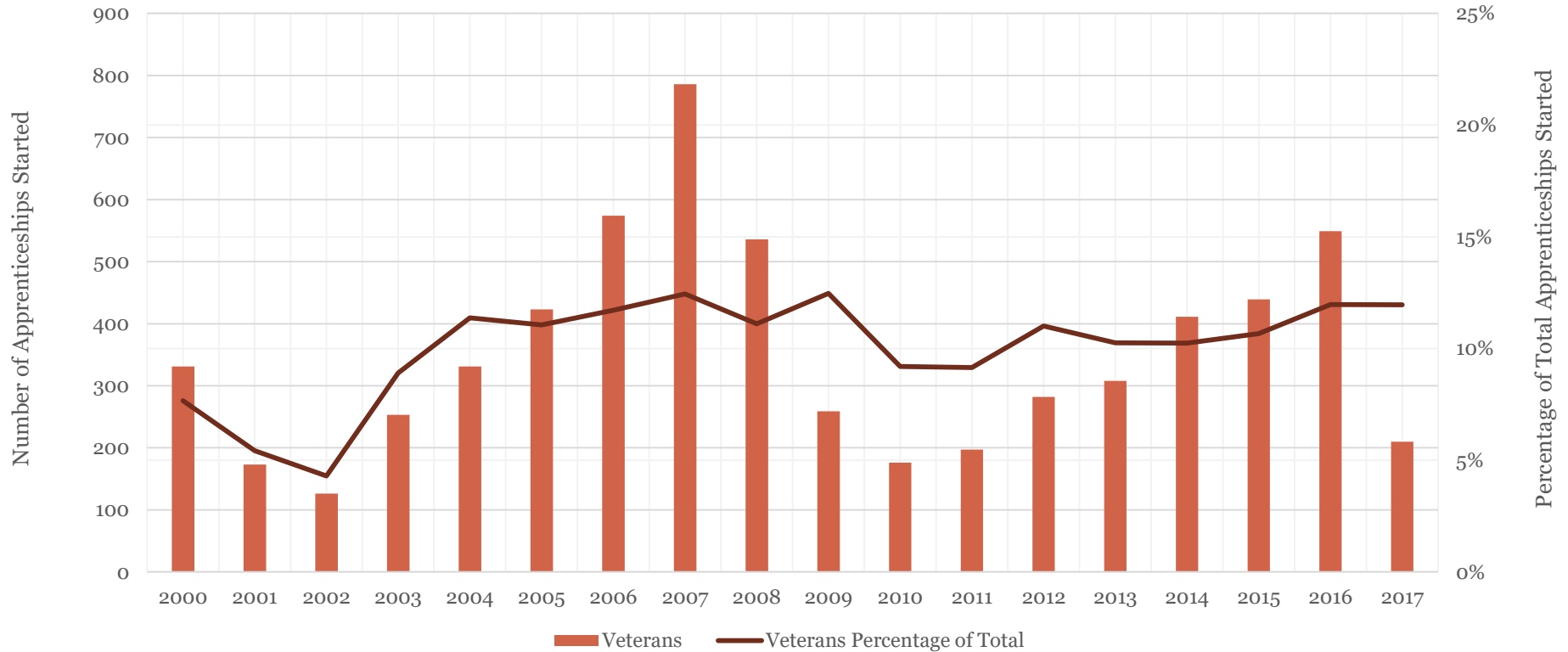


- Puget Sound Transit
  - 25 year expansion plan
  - 62 miles of new rail
  - \$52 billion
- Ports
  - \$1.2 billion
  - 665,100 - 1,046,900 labor hours/year
  - 3,700 – 6,000 people
- Corrections Facilities
- EIW – \$1.2 billion
- Aerospace
  - 1,350 aerospace-related companies / 35 out of 39 counties
  - > 132,500 aerospace workers

# *Veterans % of Apprenticeships: Started*



Apprenticeships Started by Veterans



# Apprenticeship Cohort Completion Rates



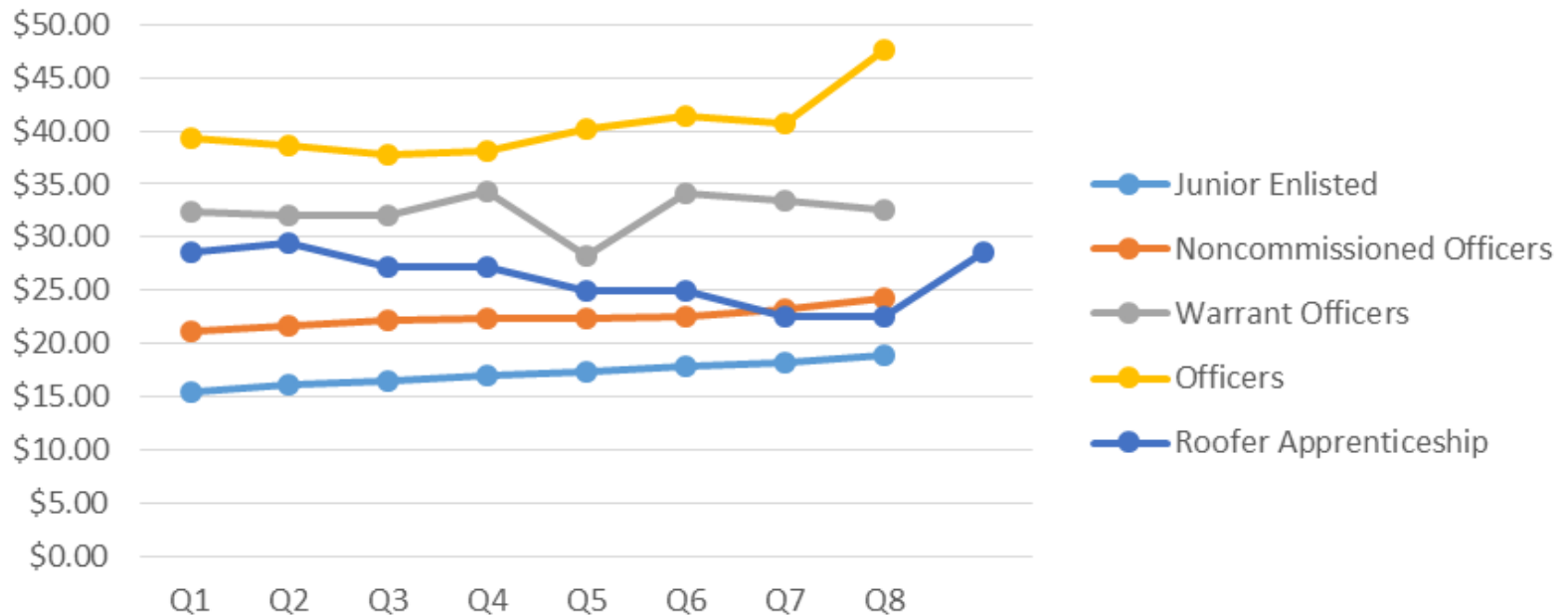
The bar graph represents the number of apprentices who started an apprenticeship each year broken down each year by Veterans and Non Veterans. The lines represent completion percentages of those that started in that specific year. One line represents veterans and the other for non-veterans. It is of note there is no significant difference between completion rates of veterans vs non veterans. Completion rates hover around the 45% range.

Note: Decrease in percentage of completions in recent years is largely due to apprenticeships that are still completing their program.

# Wage by Quarter



Average Wage by Quarter  
Separated Service Members (by Pay Grade Type)



Roofer Apprenticeship Wage by Quarter								
Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9
\$28.67	\$29.53	\$27.22	\$27.22	\$24.91	\$24.91	\$22.59	\$22.59	\$28.53



# *Apprenticeship*



## **Industry Driven Training Model**

- Combination school, RSI, typically 144 hours
- OJT learning, typically 3-5 years or 2000-5000 hours
- C2C video - <http://c2c.edgefactor.com/wlregister.aspx>

## **WA STATS**

- 12,736 active apprentices in over 600 occupations
- Over 7,500 Employers
- Veteran Apprentices 10%
- Women Apprentices 9%
- Average Age Apprentice: 28

# *Apprenticeship*



- Tactile Learning
- Team Work
- Formalized Structure
- Ability to Take/Give Commands
- Leadership
- Discipline
- Trust
- Purpose

# Apprenticeship vs College



## Apprenticeship

Get paid for on-the-job training.

**EARNINGS** \$18-\$24/Hour to start

**YEAR 1** \$37,440 - \$49,920+ Benefits

**YEAR 2** \$41,600 - \$54,080+ Benefits

**YEAR 3** \$45,760 - \$58,240+ Benefits

**YEAR 4** \$49,920 - \$62,400+ Benefits

**TOTAL OVER 4 YEARS** - \$174,720 -  
\$224,640 Earnings + Benefits & Pension

**WORK EXPERIENCE** - 4 years in the industry

## College

Pay for classroom learning.

**COST** \$22,500/Year

**YEAR 1-** \$22,500Debt

**YEAR 2-** \$22,500Debt

**YEAR 3-** \$22,500Debt

**YEAR 4-** \$22,500Debt

**TOTAL OVER 4 YEARS** - \$90,000 Debt

**WORK EXPERIENCE** - 0 years in the  
industry

# *Apprenticeship*



- Major Apprenticeship Industries

- Construction
- Aerospace
- IT
- Maritime
- Railroads

- Upcoming Industries

- Healthcare
- Banking/Insurance
- Safety
- Nursing
- HR

# *Apprenticeship*



- *Avenues of Approach*

- Pre-Apprenticeships

- ✦ ANEW, PACE, PACT, Manufacturing Academy, CSP's

- Veteran Preference/Direct Entry

- ✦ Labor Market Dependent, Apprenticeship Dependent
- ✦ Helmets2Hardhats

- College Certificates

- Apply

# *Apprenticeship*



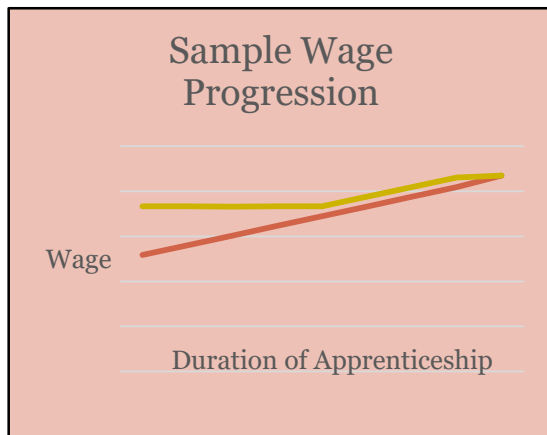
- **Considerations**

- Prior Experience – USMAPS
- Credentialing – COOL
- College Credits – AA
- Challenges – Can be seasonal and labor market dependent
- Health Care Packages
- Union vs. Non-Union pros/cons
- Employer First Model

# Pay & GI Bill



- Washington Student Achievement Council approval authority
- Apprentices typically 50 to 70% journey worker's wage with wage increases at regular intervals
- As pay goes up GI Bill goes down – -20% every 6/mo
  - Based on the zip code of the training location



EXAMPLE APPRENTICESHIP PAY		
Time	Hourly Rate WITHOUT GI BILL	Hourly Rate WITH GI Bill
6 Months	\$25.68	\$35.90
12 Months	\$27.52	\$35.70
18 Months	\$29.35	\$35.48
24 Months	\$31.19	\$35.27
30 Months	\$33.02	\$35.06
36 Months	\$34.86	\$36.90

## GI Bill Breakdown:

100% - 1-6 months  
80% - 6-12 months  
60% - 12-18 months  
40% - 18-24 months  
20% - 24-30 months

*\*Usage Optional*

# *Apprenticeship Initiatives*



- Helmets2Hardhats
- Career Skills Programs (CSPs)
- Veterans Industry Education (VIE-25)
- Direct2Apprenticeship Job Fairs
- Apprenticeship Workshops
- Brown Bag Lunch Briefings
- Intake Briefings



# *Apprenticeship Partners*



## PARTNERS

- Labor and Industry
- ESD – DVOP/LVERS
- Workforce Development Councils
- Center of Excellence
- SBCTC
- Technical Colleges
- Pre-Apprenticeship Programs
- Helmets 2 Hardhats
- Apprenticeship Coordinators
- Local Sector Employers
- Base Leadership
- Base Transition Offices
- ETC.....

## SUPPORT SERVICES

- WSAC
- WIOA
- Camo2Commerce
- ANEW

# Career Skills Programs



Employment Support  
Training  
Education  
Funding Workshops

**Pre-requisite:**  
WA State Residents  
Transition (Non Retiree)  
Medical discharge eligible



## 5 Week course

GI Bill funded  
Employment Support  
Employment Support:  
“Pre-hire letter”



## 12 Week course:

Land Management/  
Conservation  
GS 05/09 placement  
Employment Support: WA &  
OR

**Pre-requisite :**  
Employer screening



## 18 Week courses:

Welding or HVAC/R  
Union funded  
Union Placement  
**Pre-requisite:**  
Interview w/Union



## 16 Week Courses:

Cloud Server / Data Base  
GI Bill /C2C funded  
Employment Support  
**Pre-requisite:**  
College Algebra (passed)  
MTA Test 70%+



## 7 Week course:

Elect. Tower  
maintenance  
GI Bill funded  
Employment  
Support

**Pre-requisite:**  
Endurance / heights



## 4 Week courses:

Industrial Coating  
Industrial Glazing  
C2C / Union funded  
Union Placement



## 6 week courses:

1. Customer Service
2. Information Tech
3. Business Management

SM, Veteran &  
Spouses  
Grant funded  
Employment Support

## 12 Week internship:

Corporate internship  
C2C / US Chamber  
funded  
Employment support

**Pre-requisite:**  
AA or BA Degree  
Record of leadership



## 4 Week course

Roofing construction  
Grant funded  
Employment  
Support

**Pre-requisite:**  
Endurance / heights  
Interview w/provider



## 8 Week course:

A&P Credentialing  
C2C funded / GI Bill  
Employer support  
**Pre-requisite:**  
FAA 8610-2 form  
General Maintenance  
Test  
MOS/ Rate/ AFSC (15  
Series)



## 5 - 8 Week course

GI Bill funded  
\* Stackable Certificates  
Employment support post  
graduation

# Veterans Industry Education - 25



VIE 25 - Joint project under direction of governor's office

- State Board of Community and Technical colleges (SBCTC)
- Garrison Command (Army, Navy, Air Force)

Support pathways to employment for transitioning service members.

- Schools within 25 miles of a base
- Complete within 6 months
- Obtain permission from commander
- Apply for an MOA
- Complete classes during duty day in 6 months prior ETS date.



- [OLYMPIC COLLEGE](#)
- [BATES](#)
- [CLOVER PARK](#)
- [GREEN RIVER](#)
- [HIGHLINE](#)
- [PIERCE COLLEGE](#)
- [TCC](#)
- [SPSCC](#)

# Veterans Industry Education - 25

Bates College	Clover Park Technical College	Green River College	Highline College	Olympic College	Pierce College	South Puget Sound Community College	Tacoma Community College
Commercial Truck Driving: CDL Class A and Class B	Fundamental Skills for Manufacturing & Engineering	Principles of Precision Machining I	Youth Development Specialist	Composites Manufacturing Technology	Corrections Protections Officer	Computer Aided Drafting	Cyber Security
Nursing Assistant Certified	Machinist Helper	Machine Maintenance I	Human Services Initial Certificate	Manufacturing Technology - Principles of Machining	Certified Nursing Assistant	Beginning Welding	IT Helpdesk
Phlebotomist: Basic and Advanced	Advanced Composite Manufacturing	Residential & Light Commercial Framing Level I	Family Support Specialist	Tax Preparer	Emergency Medical Technician (EMT and EMS)	Basic Welding Skills & Shielded Metal Arc Welding	Network Support
Boiler Operations	Refrigeration Specialist	Basic Arc & Flame Welding	Business Customer Service	Business Management - Small Business	Supervision & Management	Early Childhood Education General	IT Technical Support
Basic Carpentry I/II	Nursing Assistant – Certified	Nurse Assistant	Business Technical Skills	Technical Design - Technology	Project Management	Phlebotomy	Emergency Medical Technician
Welder Level I	Hemodialysis Technician	Criminal Justice – Corrections	Business Human Resources	Nursing Assistant	Human Resource Management	Nursing Assistant	Marketing
Certificate of Training CNC Operator	Health Unit Coordinator	Automotive Brakes, Suspension & Steering	International Trade and Logistics	Medical Receptionist	Marketing	Beginning Automotive	Accounting Office Associate
Building Care Maintenance I/II	Carpentry Pre-Apprenticeship Trades Academy	Marketing & Sales	Nursing Assistant	Cisco Certified Network Associate (CCNA)	Sales	Network I	Assistant Bookkeeping Clerk
Maintenance Technician I/II	CISCO Network Design & Security	Basic Aviation Knowledge	Customer Service in Hospitality	Digital Communications	Virtual Construction (BIM)	Computer Support I	
Electronics Technician	Computer & Communications Security	Aircraft Dispatcher	IT Database Technologies	Organizational Leadership	Homeland Security Emergency Management	Clerk/Receptionist Customer Service Specialist	

# *Current Grants*



- DOL – AAI - Advanced Manufacturing and Marine Engineering
- DOL – AAI - Information Technology (Apprenti)
- DOL – State Accelerator Grant – Employer Expansion (Rachel McAloon – LNI)
- DOL – WTIA – IT
- DOL – Expansion Grant – RAISE
- DOL – Expansion Grant - Career Connect

# Resources



- LNI - <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/>
- Construction Center of Excellence - <https://www.constructioncenterofexcellence.com/apprenticeship/>
- AJAC - <http://www.ajactraining.org/>
- Apprenti - <https://apprenticareers.org/>
- WASC - <http://www.wsac.wa.gov/veterans>
- GI Bill Comparison Tool - <https://www.vets.gov/gi-bill-comparison-tool/>
- WDVA Resource Guide - <http://wacareerpaths.com/vie25-apprenticeship-roofers/>
- City of Seattle Resource Guide - <http://www.seattle.gov/Documents/Departments/FAS/PurchasingAndContracting/Labor/ApprenticeshipGuidebook.pdf>
- Women - <http://womeninapprenticeship.org/>